

USA SWIMMING BOARD OF DIRECTORS – MINUTES

January 24, 2009 – Colorado Springs, CO

1 **CALL TO ORDER**

2 USA Swimming President Jim Wood called the meeting to order at 8:00 a.m. on Saturday, January 24,
3 2009 with the following in attendance:

4 5 **Board of Directors and Ex-Officio:**

6 George Block, Wayne Burrow, Marci Callan, Maddy Crippen, Brandon Drawz, JoAnn Faucett, Shannon
7 Gillespy, Ted Haartz, Tom Hasz, Larry Johnson, Michael Lawrence, Pat Lunsford, Bill Maxson, Blake
8 McKay, Wells O'Brien, Rich Pockat, Linda Riker, Bill Rose, Jim Ryan, Bill Schalz, Trent Staley, Mary Jo
9 Swalley, Alison Terry, Paul Thompson, Ron Van Pool, John Wilson, Jim Wood, Carol Zaleski. Tim
10 Liebhold - member of the Athletes Executive Committee was asked to attend in Tyler Storie's place with
11 voting proxy.

12 13 **Board Members and Ex-Officio Not Present:**

14 Tom Dolan, Bryan Jones, Blake McKay, Tyler Storie.

15
16 **Guests:** Sandi Blumit – Risk Management, Dave Cooper - Risk Management, Gregory Eggert –
17 International Relations Committee, Cecil Gordon - Chair of Diversity Task Force, Lanny Landtroop -
18 NISCA, John Leonard, John Peterson – Risk Management, Bruce Stratton – Chair Rules & Regulations,
19 Mark Warkentin, Rich Young – Legal Counsel (11:00 a.m.)

20
21 **Staff:** Brenda Adams, Sue Anderson, Tom Avischious, Manny Banks, Scott Colby, John Cruzat
22 (afternoon), Matt Farrell, Jim Harvey, Pat Hogan, Lindsay Mintenko, Mick Nelson, Kathy Parker, Mike
23 Unger, Chuck Wielgus.

24 25 **MOMENT OF SILENCE**

26 A moment of silence was observed for USA Swimming members and associates who have passed away
27 since the last meeting. A moment of silent prayer for Richard Quick was observed.

28 29 **AGENDA REVIEW**

30 (Attachment #1) The following additions were made to the agenda:

- 31 FINA Bureau Report (Dale Neuburger) – moved before Executive Committee Reports
- 32 Pool Depth Rule Change (Rich Young) – 11:00 a.m.
- 33 Kirk and TYR Updates (Rich Young)
- 34 Diversity Discussion (John Cruzat) - 1:00 p.m.

35 36 **DECLARATION OF CONFLICT OF INTEREST**

37 *"Is any member aware of any conflict of interest (that is, of a personal interest or direct or indirect*
38 *pecuniary interest) in any matter being considered by this meeting which should now be reported or*
39 *disclosed or addressed under the USA Swimming Conflict of Interest Policy?"*

40
41 If a Board member determines there to be a conflict of interest at any point during the course of the
42 meeting when a specific subject is being discussed and / or action is being taken, a declaration of a
43 conflict of interest should be made at that time.

44
45 The following Board members may have a conflict of interest if these subjects are discussed:

46 Alison Terry - Online Registration / Bill Rose – TYR / Bill Schalz - Speedo
47
48
49
50

51 **INTRODUCTIONS**

52 The following individuals were introduced:

53

54 **Cecil Gordon** – Chair of the USA Swimming Diversity Committee, **Lanny Landtroop** – President of the
55 National Interscholastic Swim Coaches Association (NISCA), **Bruce Stratton** – Chair of USA Swimming
56 Rules and Regulations Committee, **John Leonard** – Executive Director of the American Swimming
57 Coaches Association (ASCA) and Member of the USA Swimming International Relations Committee
58 (IRC), **Gregory Eggert** – Co-Chair of IRC, **Mark Warkentin** – Member of the USA Swimming 2008
59 Olympic Team.

60

61 **RECOGNITION OF RECORDS**

62 Pat Lunsford submitted a written report on records being set since the last Board of Directors meeting
63 (Attachment #2).

64

65 **MINUTES**

66 **MOTION:** To approve the minutes from the November 16, 2008 USA Swimming Board of Directors
67 meeting. Seconded. **APPROVED.**

68

69 **TREASURER'S REPORT**

70 Jim Harvey submitted a written report, along with the investment performance update (quarter ended
71 12/31/2008), the USA Swimming financial update, and the Foundation financial update - (Attachment #3).

72

73 **Waiver of Payments from Foundation**

74 **MOTION:** To approve the waiver of required payments from the Foundation to USA Swimming for 2008.
75 Seconded. **APPROVED.**

76

77 **VICE PRESIDENT ADMINISTRATION**

78 John Wilson submitted a written report (Attachment #4).

79

80 From the **Awards Committee** it was reported that the mold for the USA Swimming Award is missing. The
81 artist was to look in his storage in New York and if it cannot be located a new mold will have to be
82 created.

83

84 **MOTION:** To approve the creation of a new mold for the USA Swimming Award, if the old one cannot be
85 located. Seconded. **APPROVED.**

86

87 The 2009 United States Aquatic Sports **Convention Schedule** was presented. It was suggested to move
88 the Sunday morning Board of Directors meeting to Saturday afternoon after the House of Delegates. The
89 new Board orientation would also take place Saturday afternoon, before the full Board meets. This was
90 not voted on but there was general consensus to this.

91

92 **FINA Congress Representatives**

93 During the International Relations Committee meeting January 23, 2009 the following people were
94 recommended to attend the Rome 2009 FINA General Congress, the FINA Technical Congress, and the
95 FINA Open Water Technical Congress:

96

General Congress - Jim Wood;

97

Technical Congress – Ron Van Pool and Fernando Canales;

98

Open Water Technical Congress - Bill Rose and Steve Munatones.

99

100 **MOTION:** To approve the IRC recommendations to the FINA General, Technical and Open Water
101 Technical Congresses to be held in Rome in 2009. Seconded. **APPROVED.**

102

103

104

105 **VICE PRESIDENT PROGRAM OPERATIONS**

106 Pat Lunsford submitted written reports from his committees (Attachment #5).

107 There were two changes made to the Times Module Policy and Guidelines:

108 Added the altitude adjusted times table and updated the committee responsibilities
109 (Attachment #6).

110 **MOTION:** *To approve the submitted changes to the Times Policy Manual. Seconded. APPROVED.*

112 **VICE PRESIDENT PROGRAM DEVELOPMENT**

114 Mary Jo Swalley submitted a written report (Attachment 7).

116 **OIOC**

117 Michael Lawrence submitted a written report (Attachment #8).

118 **MOTION:** *That the decision of the National Team Coach to limit the use to one swim suit during
119 competition at the World Championships Trials is approved subject to the understanding that in the event
120 FINA does not adopt a rule limiting to one suit during competition at the World Championships then this
121 rule shall be null and void. Seconded. APPROVED.*

124 **ATHLETES EXECUTIVE COMMITTEE**

125 Trent Staley gave the AEC report in Tyler Storie's absence. The AEC met in November in New York
126 during the Golden Goggle Awards weekend.

127 The AEC is currently working on three projects: an athlete's best practices document for LSC and Zone
128 representatives to give them a better idea of what their responsibilities are; doing a rewrite of the athlete's
129 section in the policy manual; the new USOC AAC representatives have not been chosen as yet but
130 ballots will be distributed next week.

133 **ZONE REPORTS**

134 All zones submitted written reports (Attachment #9).

136 **UNITED STATES SPORT INSURANCE COMPANY REPORT**

137 Draft minutes of the November 7-8, 2008 meeting were submitted (Attachment #10).

139 The USSIC Investment Committee Historical Background was also submitted (Attachment #11).

141 The USA Swimming President appoints the USSIC Board of Directors, with the approval of the USA
142 Swimming Board of Directors, and awards the proxy vote to the President of USSIC.

144 **MOTION:** *Jim Wood recommends that the USSIC Board remain the same:
145 Carol Zaleski, President / Ryan Berube / Patricia Beyer / Lew Delo / Jeff Gudman / Bryan Jones
146 Paul Sigfusson / Bruce Stratton / Ron Van Pool / Barney Favaro, Legal Counsel
147 John Peterson, General Manager / Carol Burch, Staff Liaison. Seconded. APPROVED.*

149 **NCAA**

150 Wayne Burrow gave a brief verbal report. The NCAA has banned the wearing of two swimsuits from
151 December 19 on.

153 The 2009 NCAA men's and women's championship meets are both going to be held at Texas A & M;
154 women's meet is March 19-21 and the men's is March 26-28.

156 **YMCA**

157 Jim Ryan submitted a written report (Attachment #12).

158

159 **MASTERS**
160 Ted Haartz submitted a written report (Attachment #13).
161

162 **ASCA**
163 Bill Rose gave a verbal update. ASCA membership continues to grow with an all time high.
164 Credited John Leonard for his efforts in the areas of technical swimsuit issues, clean sport regarding drug
165 issues, also relationship building such with his role as liaison and sharing technical expertise with
166 countries around the world.
167

168 **UANA**
169 Carol Zaleski reported that the 2009 USA Swimming budget includes an amount to host an Official's
170 Clinic for the UANA countries. This will be held in October of 2009 in San Antonio. The invitation that
171 was sent is attached (Attachment #14). Eldon Godfrey, the UANA President is requesting an Executive
172 Committee meeting in May, 2009 in Ft. Lauderdale.
173

174 **FINA BUREAU**
175 Dale Neuburger submitted a report written by the FINA press officer on the 1st FINA World Swimming
176 Coaches Conference held in Singapore January 15-17, 2009 (Attachment #15). The conference was a
177 very well attended and successful event.
178

179 Dale reported on some items discussed at the International Relations Committee meeting January 23.
180

181 **FINA TECHNICAL SWIMMING COMMITTEE**
182 Carol Zaleski submitted a written report (Attachment #16) and also a copy of the TSC January 30-31
183 meeting agenda (Attachment #17).
184

185 Copies of new FINA TSC legislation proposals were submitted (Attachment #18).
186

187 **USOC**
188 Ron Van Pool submitted a written report (Attachment #19).
189

190 Chuck reported that 2009 funding allocation has been received. This is being distributed only on a year by
191 year basis. Only 26 summer sports received funding for 2009.
192

193 Steve Roush has resigned from his position with the USOC.
194

195 **STAFF REPORTS**

196 **Charlotte Center of Excellence**

197 Mark Schubert gave an update on the Charlotte Center of Excellence, and submitted a written report
198 (Attachment #20). Tim Liebhold shared his experiences of being involved with this program. There needs
199 to be more of a detailed report on whether the program guidelines are being followed.
200

201 **Executive Director's Report**

202 Chuck reported that there will be a sponsor and athletes summit taking place in Arizona on Monday,
203 January 26.
204

205 A short promotional video was shown.
206

207 Chuck submitted a written report (Attachment #20), highlighting 2008 accomplishments.
208

209 The dates for the 2012 USA Swimming Olympic Trials will be June 27 – July 4. These dates were
210 determined by Steering to be the best dates to hold Trials, and will allow for the athletes who make the
211 Olympic team, to have the chance to return home briefly before departing for the Olympic Games.
212

213 **USA SWIMMING FOUNDATION**

214 Chuck gave the USA Swimming Foundation report (Attachment #21).

215

216 **SWIMNETWORK UPDATE**

217 Matt Farrell gave a verbal update on Swimnetwork. Wasserman has undergone some layoffs. Initially the
218 partnership with Swimnetwork involved Swimming, Track and Field, and Gymnastics. Gymnastics has
219 since terminated their relationship, and the Track and Field relationship has been significantly modified.

220

221 **INTERPRETATION OF USA SWIMMING RULES & REGULATIONS ARTICLE 102.9.1 (SWIMWEAR)**

222 Bruce Stratton distributed a report on the interpretation of article 102.9.1, and an exemption to this rule
223 (Attachment #22). The request for any exemption will be sent to Bruce Stratton (as chair of the Rules and
224 Regulations Committee). Bruce will then communicate with the LSC and documentation will be taken by
225 the parent to the meet referee. The Executive Committee did voice their approval of this interpretation
226 from the Rules and Regulations Committee via conference call. This does not need to be voted on by this
227 Board.

228

229 **BOARD OF REVIEW PANEL**

230 Currently there are two very similar National Board of Review issues. Wells O'Brien proposes that both
231 issues are heard by one panel and recommends the following individuals: Ron Van Pool, Michael
232 Lawrence, Bill Rose, Linda Riker and Carol Zaleski.

233

234 **POOL DEPTH RULE CHANGE**

235 Rich Young presented the proposed water depth rule change:

236

237 **103.2 WATER DEPTH**

238 .1 /NC/2 meters (6 feet 7 inches) deep throughout the course.

239 .2 /M/Teaching Racing Starts – Minimum water depth for teaching racing starts in any
240 setting from any height starting blocks or the deck shall be 6 feet (1.84 meters) measured
241 for a distance of 3 feet 3 ½ inches (1.0 meter) to 16 feet 5 inches (5.0 meters) from the
242 end wall. (effective February 15, 2007)

243 *“Teaching racing starts” shall include:*

244 1) *all racing start instruction until a swimmer has been certified by his or her USA Swimming*
245 *member coach as proficient in performing a racing start, and*

246 2) *all instruction, subsequent to certification, which seeks to alter a swimmer’s basic*
247 *technique in performing a racing start.*

248 *Teaching racing starts shall only take place under the direct supervision of a USA Swimming*
249 *member coach.*

250 (Existing rule in regular type and proposed addition in italics.)

251

252 Per USA Swimming rule 504.8, (which gives the USA Swimming Board of Directors the authority to act for
253 the House of Delegates between meetings of the House), this Board is being asked to approve the above
254 water depth rule change, to take effect March 1, 2009. As part of this rule states “1) *all racing start*
255 *instruction until a swimmer has been certified by his or her USA Swimming member coach as proficient in*
256 *performing a racing start”*, a racing start certification checklist has been created as part of this process.
257 (Attachment #23). The certification process will be a condition of insurance coverage, and if not complied
258 with, insurance coverage will not be valid if an accident occurs.

259

260 **MOTION:** *To approve the proposed water depth rule changes and racing start certification checklist.*
261 *Seconded.*

262
263 There was discussion on the fact that as a coach you should not be entering your swimmers in meets if
264 they have not been certified, and if they will be diving into the pool. Swimmers can start in the water
265 without being certified but may not dive in. If a parent enters an uncertified child in a meet without the
266 coach's knowledge, the coach, and the meet host, will not be held responsible. The certification process
267 is a protection from liability for the coaches.

268
269 There was concern expressed about the March 1 implementation date for this since this date is in the
270 middle of the end of the short course season, and April 1 or April 15 would be more practical.

271
272 **MOTION:** To amend the date on the certification checklist to April 15, 2009. Seconded. **APPROVED.**

273
274 **MOTION:** To approve the proposed water depth rules changes and racing start certification checklist with
275 April 15, 2009 as an effective date. Seconded. **APPROVED.**

276

The Rules and Regulations Committee and Safety Education Committee have both approved the amendment to Article 103.2.2 (Attachment #24). This was done via email after the January 24 Board of Directors meeting. Of the 23 voting members of the Rules and Regulations Committee, 21 were in favor, 1 was opposed, and 1 did not respond. Of the 6 voting members of the Safety Education Committee 6 voted in favor.

277

278 **KIRK AND TYR UPDATES**

279 During closed session, Rich Young gave the Board updates on the TYR and Kirk cases.

280

281 **EXECUTIVE COMMITTEE CLOSED SESSION**

282 The Executive Committee met in closed session to discuss the Executive Director's performance
283 evaluation.

284

285 **DIVERSITY DISCUSSION**

286 Pat Hogan introduced John Cruzat, who has been with USA Swimming since 2006. John introduced
287 Sherri Brown from Chicago Diversity Consultancy get name from John. John also introduced Cecil
288 Gordon, Chair of the USA Swimming Diversity Committee.

289

290 John presented an interactive USA Swimming Diversity Initiative to the Board.

291

292 Cecil Gordon also spoke to the Diversity Committee activities

293

294 Chucks request to John C Pat Hogan Sue Anderson to help identify the resources to grow this effort,
295 smart and strategically, to include in the quad planning.

296

297 **DISCUSSION POINTS:**

298

299 **Input on Current Diversity Strategic Direction**

300

301 Local hero of same ethnicity

- 302 • how do you find them, how do you keep them, concern of keeping the coach in place
- 303 ○ training cultural competency
- 304 ○ skill development , value support compensation

305

306 If you have people competent and caring about their communities do not necessarily have to "look like
307 you".

308

- 309 How do you move from diversity to inclusion
- 310
- 311 • Diversity
 - 312 ○ differences, do people feel included if they are diverse
 - 313 ○ inclusion – everybody recognized and included
 - 314 • Ethnicity Reporting
 - 315 ○ backfill club data
 - 316 ○ asking LSC to fill in does not solve (data filled in by clubs)
 - 317 ○ one club per zone (LSC?) to fill in data to get accurate picture
 - 318 • How can a club in privileged suburbia contribute to diversity efforts
 - 319 ○ fund satellite program
 - 320 ○ what are working models
 - 321 • Model of low income club in economically challenged that can be sustained
 - 322 • Feedback on past activities
 - 323 ○ highlighting successes
 - 324 ○ tracking DSC athletes as role models
 - 325 ○ combine DSC athletes and select to be inclusive
 - 326 ○ hometown news releases to highlight

327 Diversity needs to be part of the complete strategic plan and not separate.

328

329 **Feedback on Past Activities and 2012 Quad Action Plan**

330 The Diversity Summit

- 331 • what are the results
- 332 • all LSC's
- 333 • required attendance by liaison
- 334 • include an athlete in summit

335 Diversity Liaison

- 336 • are they active (diverse)

337 Targeting the effort

- 338 • biggest problem areas
- 339 • skill, strategy, planning

340 Local Level

- 341 • what are the obstacles / identify and address

342 Identify obstacles

- 343 • facility closures / money

344 Why don't LSC's attend summit?

- 345 • limited resources
- 346 • do some think it's only about color
- 347 • take summits out to targeted areas

348

349 Initially bringing group together works well. Helps identify areas of strengths and weaknesses.

350

351 **New Ideas and Suggestions**

352 Why don't urban teams join

- 353 • money and lack of affinity
- 354 • no one asked
- 355 • what can we do to help
 - 356 ○ reduce fees
 - 357 ○ reimbursing splash fees
 - 358 ○ identify local clubs to support urban clubs
 - 359 ○ partnerships

- 362 o coaching support
- 363 o competition
- 364 • gender, ethnicity, committee, requirements

365
366 **Board Responsibilities**

- 367 • spread the message at LSC level
 - 368 o zone directors are encouraged to communicate this information within their
 - 369 zones
- 370 • Identify diverse teams and communicate to John Cruzat
- 371 • Identify diverse leaders within the LSCs and communicate to John Cruzat

372
373 **ADJOURN**

374 The next USA Swimming Board of Directors meeting will be held on April 25, 2009 in Colorado Springs.
375 (International Relations Committee will meet April 24, also in Colorado Springs). This Board meeting was
376 adjourned at 4:00 p.m.
377

Respectfully Submitted:

Approved By:

Kathleen E. Parker
Executive Coordinator

Jim Wood
President

For a copy of an attachment, please contact Kathy Parker (kparker@usaswimming.org 719-866-3579) or
Brenda Adams (badams@usaswimming.org 719-866-3536)

Attachments

January 24, 2009 – Board of Directors Meeting – Colorado Springs

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Attachment #15	Page 4 – 1 st FINA World Swimming Coaches Conference Report
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Attachment #21	Page 4 – USA Swimming Foundation Report
Attachment #22	Page 5 – Interpretation of USA Swimming Rules and Regulations Article 102.9.1
Attachment #23	Page 5 – Racing Start Certification Checklist
Attachment #24	Page 6 – Confirmations from Safety Education & Rules & Regulations Committees